



Bureau of Labor Statistics

Chicago, Ill. 60604

General Information: (312) 353-1880

For Immediate Release:

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Monday, November 1, 1999

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Internet address: <http://stats.bls.gov/ro5news.htm>

National Compensation Survey Reports Pay for the Elkhart-Goshen, IN Metropolitan Area

Workers in the Elkhart-Goshen, IN Metropolitan Statistical Area (MSA) averaged \$13.70 per hour during December 1998, according to the National Compensation Survey conducted by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). According to Regional Commissioner Peter J. Hebein, white-collar workers had the highest average wage at \$16.45 per hour and accounted for 29 percent of the workers studied. Blue-collar workers averaged \$13.02 per hour and represented 62 percent of the workers, while the remaining 9 percent worked in service occupations and earned \$9.23 per hour.

The National Compensation Survey presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. This survey covered 103 establishments chosen to represent 443 organizations employing 70,102 workers within the Elkhart-Goshen, IN, MSA which consists of Elkhart County. The National Compensation Survey provides broader coverage of occupations and establishments within the survey area than did previous BLS salary studies and will eventually integrate three separate surveys of wages and benefits into a single comprehensive compensation program.

Among white-collar workers, marketing, advertising and public relations managers averaged \$31.59 per hour, secretaries, \$11.24, and cashiers \$7.15 per hour. Among the blue-collar occupations, stock handlers and baggers earned \$8.83 per hour. Finally, service workers included janitors and cleaners at \$10.94 per hour (See table A-1.)

Private industry workers in Elkhart-Goshen earned \$13.29 and accounted for 91 percent of the workers studied. State and local government workers made-up the remainder and averaged \$19.40 (See table A-2). Wage data are also available by selected characteristics such as full/part-time status, union/nonunion status, and establishment size. Overall, wages for full-time workers averaged \$14.02 per hour, compared to \$7.65 per hour for part-time workers. Surveyed union workers

received an average hourly rate of \$14.43, and their nonunion counterparts averaged \$13.53. Employees averaged \$13.04 in establishments with 100-499 workers, and \$14.62 in establishments with 500 workers or more.

Subject to publication criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

Survey Availability Information

Complete survey results are contained in the National Compensation Survey, Elkhart-Goshen, IN, MSA, December 1998, (Bulletin 3095-36). Copies of survey tables are available on the Internet as Adobe Page Definition Files (PDF) and as text files (tables only) through the National Compensation Survey home page at: **<http://stats.bls.gov/comhome.htm>** and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes 24-hours a day.

B L S F a x - o n - D e m a n d - C h i c a g o (3 1 2) 3 5 3 - 1 8 8 0		
Document no.	National Compensation Survey Elkhart-Goshen, IN MSA, December 1998	Pages
9750	Text of this news release	2
9751	Tables A-1 to A-4 - Hourly earnings for selected occupations	4
9752	Tables B-1 & B-2 - Hourly earnings for selected occupations and levels	3
9753	Tables C-1 to C-3 - Hourly earnings by occupational group and selected characteristics, industry, and establishment size Table C-4 - Number of workers studied	4
9754	Appendix A. Technical Note containing survey procedures & concepts Table 1 - Number of establishments studied Table 2 - Relative standard errors of hourly earnings estimates Table 3 - Average work levels for selected occupations	7
9455	Appendix B. Occupational Classifications	8
9456	Appendix C. Generic Leveling Criteria Appendix D. Evaluating Your Firm's Jobs Appendix E. A Guide for Users of Prior BLS Wage Surveys	10

Printed copies of this survey are available for \$5.00, from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Pre-payment is required. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed by telephone between 8:00 AM and 3:00 PM Central Time at (312) 353-1880.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Elkhart-Goshen, IN, December 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$13.70	\$7.70	\$9.15	\$11.80	\$15.91	\$21.88
All occupations excluding sales	13.78	7.94	9.25	11.83	16.00	22.12
White-collar occupations	16.45	8.11	10.36	14.26	20.00	28.85
White-collar occupations excluding sales	17.30	8.66	10.81	14.50	21.50	30.00
Professional specialty and technical occupations	21.49	9.68	14.78	17.74	26.46	38.46
Professional specialty occupations	22.75	9.43	15.45	20.54	28.29	39.52
Engineers, architects, and surveyors	24.35	16.75	19.96	24.35	27.83	31.11
Mathematical and computer scientists	—	—	—	—	—	—
Health related occupations	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	28.59	12.65	19.19	26.99	38.61	44.70
Elementary school teachers	30.81	15.84	24.37	29.31	38.61	44.43
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—
Technical occupations	15.88	10.15	13.50	15.34	16.67	22.64
Executive, administrative, and managerial occupations ...	23.66	14.40	16.24	21.53	28.85	37.80
Executives, administrators, and managers	24.73	14.40	15.38	22.12	30.00	38.46
Managers, marketing, advertising and public relations	31.59	22.25	23.27	28.85	36.12	49.15
Managers and administrators, N.E.C.	26.81	15.38	18.13	24.23	30.00	46.75
Management related occupations	20.57	15.63	16.24	20.00	26.12	29.38
Sales occupations	11.71	6.00	6.55	10.26	14.63	19.23
Supervisors, sales occupations	15.46	10.63	12.88	15.16	19.23	19.23
Sales workers, other commodities	7.86	5.75	6.14	6.75	8.62	11.36
Cashiers	7.15	5.75	6.20	6.70	7.50	9.85
Administrative support occupations, including clerical	11.24	8.11	9.50	11.00	12.55	15.00
Secretaries	11.24	9.19	9.73	10.87	11.81	14.01
Bookkeepers, accounting and auditing clerks	12.08	11.00	11.00	11.62	13.70	13.70
Payroll and timekeeping clerks	11.48	10.00	10.40	11.83	11.83	13.02
Stock and inventory clerks	11.46	7.50	9.75	10.33	15.00	15.00
General office clerks	10.69	7.34	8.35	9.21	15.25	15.25
Teachers' aides	8.85	6.50	8.08	8.90	9.55	10.68
Blue-collar occupations	13.02	8.00	9.28	11.62	15.38	20.18
Precision production, craft, and repair occupations	14.37	7.95	10.16	14.94	17.34	20.60
Industrial machinery repairers	14.98	12.38	14.35	14.96	16.00	16.46
Mechanics and repairers, N.E.C.	13.70	6.75	10.00	15.00	17.00	19.33
Supervisors, production occupations	17.38	12.54	14.00	17.02	20.18	21.56
Machine operators, assemblers, and inspectors	13.17	8.28	9.38	11.60	15.15	20.69
Punching and stamping press operators	11.33	9.52	10.27	11.45	12.25	12.43
Fabricating machine operators, N.E.C.	9.98	8.35	8.47	10.10	11.20	12.54
Textile sewing machine operators	8.99	7.80	8.50	8.75	9.25	10.40
Painting and paint spraying machine operators ...	9.18	6.53	7.50	9.51	10.25	11.50
Miscellaneous machine operators, N.E.C.	11.59	8.44	9.02	10.41	12.22	13.88
Welders and cutters	11.73	8.75	9.50	11.27	12.47	17.27
Assemblers	15.27	8.25	10.09	14.55	18.50	24.33
Production inspectors, checkers and examiners ...	11.53	9.00	9.77	10.50	12.00	14.64
Transportation and material moving occupations	13.69	9.00	9.87	12.35	16.00	21.15
Truck drivers	17.33	10.26	12.60	16.85	21.27	23.17
Bus drivers	12.74	8.50	9.72	14.04	15.30	15.50
Industrial truck and tractor equipment operators ..	10.48	8.71	9.29	9.80	11.00	12.50
Handlers, equipment cleaners, helpers, and laborers	9.57	7.00	8.00	9.59	10.73	12.10
Stock handlers and baggers	8.83	5.65	6.40	8.86	11.03	12.50
Machine feeders and offbearers	8.65	7.00	7.50	8.25	9.85	11.38
Hand packers and packagers	9.93	8.61	9.39	9.90	10.61	11.09
Laborers except construction, N.E.C.	10.85	8.00	8.50	10.21	12.04	19.11
Service occupations	9.23	6.02	7.20	8.30	10.94	13.72
Protective service occupations	11.32	7.00	8.00	10.94	13.67	17.50
Food service occupations	5.72	2.48	5.33	6.00	6.70	7.50
Health service occupations	—	—	—	—	—	—

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Elkhart-Goshen, IN, December 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Cleaning and building service occupations	\$11.10	\$8.25	\$9.00	\$10.52	\$11.88	\$16.35
Janitors and cleaners	10.94	8.25	9.00	10.52	11.88	16.35
Personal service occupations	8.51	7.23	7.43	7.85	9.34	10.52

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Elkhart-Goshen, IN, December 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$13.29	\$7.63	\$9.02	\$11.66	\$15.62	\$21.11	\$19.40	\$8.72	\$10.68	\$13.97	\$26.10	\$38.61
All occupations excluding sales	13.36	7.87	9.15	11.66	15.68	21.13	19.40	8.72	10.68	13.97	26.10	38.61
White-collar occupations	15.15	8.00	10.25	13.70	17.42	25.05	24.34	9.27	11.29	24.06	36.96	44.16
White-collar occupations excluding sales	15.89	8.64	10.76	14.38	18.57	26.28	24.34	9.27	11.29	24.06	36.96	44.16
Professional specialty and technical occupations	17.43	8.64	14.38	16.51	21.83	25.87	29.38	12.79	21.06	28.32	38.61	44.70
Professional specialty occupations	18.02	8.64	14.60	16.60	22.60	26.65	29.38	12.79	21.06	28.32	38.61	44.70
Engineers, architects, and surveyors	24.35	16.75	19.96	24.35	27.83	31.11	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—	30.31	14.21	23.34	28.99	39.40	44.70
Elementary school teachers	—	—	—	—	—	—	30.81	15.84	24.37	29.31	38.61	44.43
Librarians, archivists, and curators	—	—	—	—	—	—	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers	—	—	—	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—	—	—	—	—	—	—
Technical occupations	15.88	10.15	13.50	15.34	16.67	22.64	—	—	—	—	—	—
Executive, administrative, and managerial occupations	23.26	14.40	15.63	21.50	27.65	33.75	28.97	18.61	20.66	28.01	37.80	38.03
Executives, administrators, and managers	24.29	14.40	15.38	21.63	30.00	39.60	28.97	18.61	20.66	28.01	37.80	38.03
Managers, marketing, advertising and public relations	31.59	22.25	23.27	28.85	36.12	49.15	—	—	—	—	—	—
Managers and administrators, N.E.C.	26.81	15.38	18.13	24.23	30.00	46.75	—	—	—	—	—	—
Management related occupations	20.57	15.63	16.24	20.00	26.12	29.38	—	—	—	—	—	—
Sales occupations	11.71	6.00	6.55	10.26	14.63	19.23	—	—	—	—	—	—
Supervisors, sales occupations	15.46	10.63	12.88	15.16	19.23	19.23	—	—	—	—	—	—
Sales workers, other commodities	7.86	5.75	6.14	6.75	8.62	11.36	—	—	—	—	—	—
Cashiers	7.15	5.75	6.20	6.70	7.50	9.85	—	—	—	—	—	—
Administrative support occupations, including clerical	11.34	8.24	9.50	11.00	12.70	15.21	10.33	8.03	8.88	10.40	11.25	13.49
Secretaries	11.33	9.73	9.73	11.39	11.81	15.03	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.06	11.00	11.00	11.62	13.70	13.70	—	—	—	—	—	—
Payroll and timekeeping clerks	11.48	10.00	10.40	11.83	11.83	13.02	—	—	—	—	—	—
Stock and inventory clerks	11.46	7.50	9.75	10.33	15.00	15.00	—	—	—	—	—	—
General office clerks	11.26	6.93	8.46	11.00	15.25	15.25	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	9.19	7.88	8.56	9.24	10.10	10.68
Blue-collar occupations	13.01	8.00	9.25	11.60	15.38	20.38	13.40	9.98	13.12	13.80	14.35	15.40
Precision production, craft, and repair occupations	14.41	7.91	10.10	14.96	17.50	20.63	—	—	—	—	—	—
Industrial machinery repairers	14.98	12.38	14.35	14.96	16.00	16.46	—	—	—	—	—	—
Mechanics and repairers, N.E.C.	13.70	6.75	10.00	15.00	17.00	19.33	—	—	—	—	—	—
Supervisors, production occupations ..	17.38	12.54	14.00	17.02	20.18	21.56	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	13.17	8.28	9.38	11.60	15.15	20.69	—	—	—	—	—	—
Punching and stamping press operators	11.33	9.52	10.27	11.45	12.25	12.43	—	—	—	—	—	—
Fabricating machine operators, N.E.C.	9.98	8.35	8.47	10.10	11.20	12.54	—	—	—	—	—	—
Textile sewing machine operators	8.99	7.80	8.50	8.75	9.25	10.40	—	—	—	—	—	—
Painting and paint spraying machine operators	9.18	6.53	7.50	9.51	10.25	11.50	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	11.59	8.44	9.02	10.41	12.22	13.88	—	—	—	—	—	—
Welders and cutters	11.73	8.75	9.50	11.27	12.47	17.27	—	—	—	—	—	—
Assemblers	15.27	8.25	10.09	14.55	18.50	24.33	—	—	—	—	—	—
Production inspectors, checkers and examiners	11.53	9.00	9.77	10.50	12.00	14.64	—	—	—	—	—	—
Transportation and material moving occupations	13.67	9.00	9.80	12.14	16.90	21.27	13.85	12.33	13.47	14.04	15.30	15.50

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Elkhart-Goshen, IN, December 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Transportation and material moving occupations (-Continued)												
Truck drivers	\$17.49	\$9.87	\$12.22	\$18.78	\$21.27	\$23.17	—	—	—	—	—	—
Industrial truck and tractor equipment operators	10.48	8.71	9.29	9.80	11.00	12.50	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.54	7.00	8.00	9.52	10.73	12.08	—	—	—	—	—	—
Stock handlers and baggers	8.83	5.65	6.40	8.86	11.03	12.50	—	—	—	—	—	—
Machine feeders and offbearers	8.65	7.00	7.50	8.25	9.85	11.38	—	—	—	—	—	—
Hand packers and packagers	9.93	8.61	9.39	9.90	10.61	11.09	—	—	—	—	—	—
Laborers except construction, N.E.C.	10.85	8.00	8.50	10.21	12.04	19.11	—	—	—	—	—	—
Service occupations	8.23	5.75	7.10	7.60	9.00	11.80	\$11.97	\$7.81	\$9.33	\$11.32	\$13.72	\$16.83
Protective service occupations	—	—	—	—	—	—	13.39	9.99	11.67	13.37	14.72	17.61
Food service occupations	5.53	2.48	5.33	5.85	6.50	7.00	—	—	—	—	—	—
Health service occupations	—	—	—	—	—	—	—	—	—	—	—	—
Cleaning and building service occupations	10.33	8.25	9.00	9.04	11.80	11.88	14.19	10.52	10.52	15.61	16.35	17.93
Janitors and cleaners	10.33	8.25	9.00	9.04	11.80	11.88	—	—	—	—	—	—
Personal service occupations	—	—	—	—	—	—	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Elkhart-Goshen, IN, December 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$14.02	\$7.65	\$14.43	\$13.53	\$13.19	\$16.15
All occupations excluding sales	14.07	7.75	14.67	13.58	13.23	16.46
White-collar occupations	16.94	7.81	23.72	15.73	16.64	11.29
White-collar excluding sales	17.57	8.57	29.23	16.27	17.30	—
Professional specialty and technical occupations	21.61	—	31.85	18.62	21.49	—
Professional specialty occupations	22.92	—	31.85	19.46	22.75	—
Technical occupations	15.88	—	—	15.88	15.88	—
Executive, administrative, and managerial occupations ...	23.66	—	—	23.66	23.66	—
Sales occupations	12.73	7.07	—	12.42	12.14	9.96
Administrative support including clerical occupations	11.44	8.16	—	11.20	11.20	—
Blue-collar occupations	13.11	8.60	13.09	13.00	11.88	16.53
Precision production, craft, and repair occupations	14.50	—	16.60	13.69	14.18	17.12
Machine operators, assemblers, and inspectors	13.21	—	12.33	13.41	11.61	16.44
Transportation and material moving occupations	13.77	—	15.71	12.93	12.11	17.39
Handlers, equipment cleaners, helpers, and laborers	9.77	—	9.90	9.44	9.39	—
Service occupations	10.29	7.01	11.81	8.83	9.24	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production

bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Elkhart-Goshen, IN, December 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$13.29	\$12.16	\$13.57	\$13.04	\$14.62
All occupations excluding sales	13.36	12.23	13.65	13.15	14.62
White-collar occupations	15.15	14.34	15.36	13.98	18.88
White-collar excluding sales	15.89	15.04	16.11	14.66	19.91
Professional specialty and technical occupations	17.43	—	17.51	16.11	20.80
Professional specialty occupations	18.02	—	18.04	16.27	—
Technical occupations	15.88	—	16.09	—	—
Executive, administrative, and managerial occupations ...	23.26	23.84	23.07	20.52	—
Sales occupations	11.71	10.33	11.99	10.90	14.60
Administrative support, including clerical occupations	11.34	—	11.55	10.86	13.59
Blue-collar occupations	13.01	11.56	13.40	13.30	13.55
Precision production, craft, and repair occupations	14.41	15.78	14.03	14.99	13.18
Machine operators, assemblers, and inspectors	13.17	10.53	13.86	13.59	14.31
Transportation and material moving occupations	13.67	16.53	13.20	13.56	12.43
Handlers, equipment cleaners, helpers, and laborers	9.54	8.71	9.81	10.05	9.08
Service occupations	8.23	—	8.30	8.25	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.